Sampson Collins - ADA & Civil Rights Case Packet (Final Anti-Bug Version)

Exhibit A - Federal, State, and Safety Law References (Anti-Bug Links)

1. ADA Statute as Amended (DOJ, PDF): https://archive.ada.gov/pubs/adastatute08.pdf
2. ADA Amendments Act of 2008 (Congress, PDF): https://www.congress.gov/110/plaws/publ325/PLAW-110publ325.pdf
3. ADA Title II Regulations - 28 CFR Part 35 (GovInfo, PDF): https://www.govinfo.gov/content/pkg/CFR-2023-title28-vol1/pdf/CFR-2023-title28-vol1-part35.pdf
4. ADA Title III Regulations - 28 CFR Part 36 (GovInfo, PDF): https://www.govinfo.gov/content/pkg/CFR-2023-title28-vol1/pdf/CFR-2023-title28-vol1-part36.pdf
5. Section 504 Fact Sheet (HHS, PDF): https://www.hhs.gov/sites/default/files/ocr/civilrights/resources/factsheets/504.pdf
6. Section 508 Policy Guide (HUD, PDF): https://www.hud.gov/sites/dfiles/OCIO/documents/s508103017.pdf
7. 42 U.S.C. § 1983 - Civil Action for Deprivation of Rights (Cornell Law, PDF): https://www.law.cornell.edu/uscode/pdf/uscode42/lii_usc_TI_42_CH_21_%C2%A7_1983.pdf
8. 18 U.S.C. § 242 - Deprivation of Rights Under Color of Law (GovInfo, PDF): https://www.govinfo.gov/content/pkg/USCODE-2023-title18/pdf/USCODE-2023-title18-partI-chap13-sec242.pdf
9. EMTALA - Emergency Medical Treatment & Labor Act (CMS, PDF): https://www.cms.gov/Regulations-and-Guidance/Legislation/EMTALA/Downloads/emtala.pdf
10. HIPAA Privacy Rule Summary (HHS, PDF): https://www.hhs.gov/sites/default/files/hipaa-privacy-rule-and-sharing-info-related-to-mental-health.pdf
11. OSHA Worker Rights & Protections (OSHA, PDF): https://www.osha.gov/sites/default/files/publications/osha3021.pdf
12. Iowa Civil Rights Act (Iowa Code Chapter 216, PDF): https://www.legis.iowa.gov/docs/code/216.pdf
13. Iowa Code Chapter 229 - Mental Health and Disability Services: https://www.legis.iowa.gov/docs/code/229.pdf

Sampson Collins - ADA & Civil Rights Case Packet (Final Anti-Bug Version)

Exhibit B - Chronology of Events (Burlington, IA)

Before October 2024 - Casey's Incident (Burlington, IA)
- Incident escalated without peaceful resolution.
- Potential violations: ADA Title III; Iowa Civil Rights Act § 216.7.

Spring-Summer 2024 - Shear's Cookie Company (Burlington, IA)
- Employment discrimination, denial of reasonable accommodations, mental/emotional abuse triggering mental health relapse.
- Potential violations: ADA Title I; Section 504; Iowa Civil Rights Act § 216.6; Iowa Code Ch. 229.

Fall 2024 - Dollar Tree Employment & Police Involvement (Burlington, IA)
- Boundaries crossed, equal access to communication denied, overstock hazards ignored, retaliation by coworkers, mental/emotional abuse.
- Police called instead of accommodations.
- Potential violations: ADA Title I; ADA Title II; Section 504; Iowa Civil Rights Act; OSHA; 42 U.S.C. § 1983; 18 U.S.C. § 242.

November 2024 - Amazon Start & Des Moines PD Incident
- Police called in workplace context, no charges filed.
- Potential violations: ADA Title II; 42 U.S.C. § 1983.

Mid-2025 - Amazon Scanner Issues & Retaliation
- Scanner equipment issues impacted work; requests for assistance/rotation ignored; retaliation followed; mental/emotional abuse.
- Potential violations: ADA Title I; Section 504; Iowa Civil Rights Act; Iowa Code Ch. 229; 42 U.S.C. § 12203.

After July 20, 2025 - Southeast Iowa Regional Medical Center
- MRI denied, forcibly injected without consent, injury worsened, mental health harmed.
- Potential violations: ADA Title II; Section 504; EMTALA; HIPAA; Iowa Code Ch. 229; Iowa Criminal Code; 18 U.S.C. § 242.

July 25-26, 2025 - Amazon Injury Aggravation
- Injury worsened by continued denial of accommodation.

August 4, 2025 - Amazon Administrative Leave & Police Call
- Placed on leave without due process; police called for non-crime matter, retraumatizing mental health.
- Potential violations: ADA Title I; ADA Title II; Section 504; Iowa Civil Rights Act; Iowa Code Ch. 229; 42 U.S.C. § 1983; 18 U.S.C. § 242.

Sampson Collins - ADA & Civil Rights Case Packet (Final Anti-Bug Version)

Evidence Preservation & Warrants Invocation

Casey's (Burlington, IA):
- Preserve video/audio for incident date.
- Daily pay records, clock logs, schedules, internal reports.

Shear's Cookie Company (Burlington, IA):
- Daily pay records, schedules, HR notes, internal reports.

Dollar Tree (Burlington, IA):
- Video/audio for police call incident.
- Daily pay records, schedules, incident and safety reports.

Amazon (Burlington, IA):
- Payroll service records (Nov 2024 - Aug 4, 2025).
- Scanner override/error logs tied to my ID.

Des Moines Police Department:
- Bodycam, dashcam, audio, CAD logs, incident reports for Nov 2024 and Aug 4, 2025.

Southeast Iowa Regional Medical Center (Hospital):
- For November 2024 incident: Preserve all security video/audio, EMR logs, treatment notes, medication records, staff communications, and incident reports.
- For after July 20, 2025 incident: Preserve all security video/audio, EMR logs, treatment notes, medication records, staff communications, and incident reports.